

§ 126A-2-2. Office of State Human Resources.

(a) There is established the Office of State Human Resources which shall be placed for organizational purposes within the Office of the Governor. Notwithstanding Chapter 143A of the General Statutes, OSHR shall exercise all of its statutory powers in this Chapter under the administration and supervision of a Director appointed by and serving at the pleasure of the Governor. The Governor shall fix the salary of the Director.

(b) OSHR has the following duties, in addition to any other duties specified in this Chapter:

- (1) Providing policy development for the Commission and implementing and administering all policies established by the Commission.
- (2) Providing training in personnel management to agencies, including train-the-trainer programs upon agency request when sufficient staff and expertise exist to provide the training within the agency.
- (3) Providing technical assistance to agencies in the management of personnel programs and activities.
- (4) Negotiating decentralization agreements with agencies where it is cost effective to include delegation of authority for certain classification and corresponding salary administration actions and other personnel programs specified in the agreements.
- (5) Administering centralized programs and providing services as approved by the Commission that have not been transferred to agencies, or when an agency's authority has been rescinded for noncompliance.
- (6) Approving personnel actions involving classification and compensation where the approval authority has not been transferred to agencies, or when an agency's authority has been rescinded for noncompliance.
- (7) Maintaining a database of all relevant and necessary information on employees and positions within agencies in the State's human resources system. OSHR shall ensure compliance with all applicable laws in developing the technology that supports the human resources system. The Director may authorize an agency to operate its own human resources system technology in accordance with policies on human resources systems technology established by OSHR.
- (8) Developing policies to measure the level of agency compliance with established Commission policies when authority has been delegated to an agency for classification, salary administration, performance management, development, evaluation, and other decentralized programs.
- (9) Determining through routine monitoring and periodic review whether agencies are in compliance with established Commission policies.
- (10) Implementing corrective actions in cases of agency noncompliance.
- (11) Providing services requested by the legislative branch under G.S. 120-36.31(6) and judicial branch under G.S. 7A-337(b).

(c) OSHR may charge fees for any of the following:

- (1) Costs for participation in services OSHR is statutorily required to provide that are receipt-supported, including training.
- (2) Administrative costs associated with administering the JoinNC Program in accordance with Article 11 of this Chapter.
- (3) Costs of training and consultation services requested by a unit of local government. (2026-40, s. 1.)